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CITY OF SEATTLE
ORDINANCE _____

COUNCIL BILL 118100

AN ORDINANCE relating to City employment; providing salary increases effective January 1, 2014 for certain non-represented City employees and officers; and ratifying and confirming prior acts.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Personnel Director and recommended by the Mayor, effective January 1, 2014, the base wage rates for all non-represented City employees and officers shall be increased by 1.8 percent, except those employees holding Library positions and those employees holding positions with the following titles:

- City Attorney, Assistant
- City Light General Manager and Chief Executive Officer
- Contract Employee-Intermittent
- Councilmember
- Electric Utility Executive, All Classes
- Executive Manager-City Auditor
- Executive Manager-Legislative
- Executive, All Classes
- Hearing Examiner, All Classes
- Hearing Examiner-Pro Tempore-Intermittent
- High School Intern-Intermittent

1 Information Technology Professional, All Classes

2 Investments/Debt Director, All Classes

3 Legislative Assistant

4 Legislative Assistant-Intermittent

5 Manager, All Classes

6 Mayoral Staff Assistant, All Classes

7 Members of Boards or Commissions with Session or Meeting Rates

8 Municipal Judge

9 Municipal Judge-Pro Tempore-Day-Intermittent

10 Power Marketer

11 Strategic Advisor, All Classes

12 Strategic Advisor-Audit

13 Strategic Advisor-Legislative

14 Volunteer Firefighter-Skagit Project

15 Volunteer Firefighter-Skagit Project-Intermittent

16 Work Training Enrollee-Intermittent

17 Work Training Enrollee-Tier II-Intermittent

18 Youth Employment Enrollee-Summer-Intermittent

19 Youth Employment Enrollee-Summer-NC-Intermittent

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21 Section 2. Compensation increases resulting from this ordinance will be covered by
22 increased Department appropriations authorized by C.B. 118103.
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1 Section 3. Any act consistent with the authority and prior to the effective date of this
2 ordinance is ratified and confirmed.

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4 Section 4. This ordinance shall take effect and be in force 30 days after its approval by
5 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
6 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

7
8 Passed by the City Council the ____ day of _____, 2014, and
9 signed by me in open session in authentication of its passage this
10 ____ day of _____, 2014.

11
12 _____
13 President _____ of the City Council

14
15 Approved by me this ____ day of _____, 2014.

16
17 _____
18 Edward B. Murray, Mayor

19
20 Filed by me this ____ day of _____, 2014.

21
22 _____
23 Monica Martinez Simmons, City Clerk

24 (Seal)

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Personnel	David Bracilano/47874 Sarah Butler/47929	Jeanette Blankenship/50087

Legislation Title:

AN ORDINANCE relating to City employment; providing salary increases effective January 1, 2014 for certain non-represented City employees and officers; and ratifying and confirming prior acts.

Summary of the Legislation:

This legislation authorizes the same cost-of-living increase that was tentatively agreed to between the City and the Coalition of City Unions ("Coalition") to also be extended to certain non-represented City employees. Approximately 1,246 employees are affected by this legislation.

The attached Council Bill provides for a 1.8 percent cost-of-living increase to employees' base wages, effective January 1, 2014. This increase reflects 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period August 2011 through June 2012 to August 2012 through June 2013. Employees of the City Library system and non-represented City employees/officers who hold positions identified in Section 1 of the Bill are excluded from the cost-of-living increase authorized by this Council Bill.

Background:

Historically, the City has provided the same wage increases, benefits and other conditions of employment to non-represented City employees as to Coalition members. The purpose of this legislation is to establish the same timeline for the 2014 cost of living increase to non-represented employees as to Coalition employees. The City entered into negotiations with the Coalition in the fall of 2013 and came to a tentative agreement in March of 2014.

Please check one of the following:

☐ This legislation does not have any financial implications.

☒ This legislation has financial implications.

Labor Relations developed the estimates below to approximate the 2014 costs of wage increases. Costs for 2014, which include City contributions to retirement, social security, and Medicare, were included in the development of the 2013-2014 biennial budget. Funds have been set aside as a reserve to pay for these cost increases.

Employees not covered by a collective bargaining agreement will have their base wages' increase by 1.8 percent for 2014. The aggregate cost of wages for these employees and for Coalition members, who have historically been extended the same increases, is estimated to grow from \$671.6 million in 2013 to \$691.8 million in 2014.

Other Implications:

a) **Does the legislation have indirect financial implications, or long-term implications?**
See above

b) **What is the financial cost of not implementing the legislation?**
If the wage increase is not legislated, employees will continue to receive the same wages that became effective on January 2, 2013. There may be additional risks associated with not implementing this legislation.

c) **Does this legislation affect any departments besides the originating department?**
Most City departments are affected by this legislation. This proposed Council Bill will impact these departments' budgets, but should not have operational impacts.

d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**
None

e) **Is a public hearing required for this legislation?**
No

f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No

g) **Does this legislation affect a piece of property?**
No

h) **Other Issues:** None

List attachments to the fiscal note below: None



City of Seattle
Edward B. Murray
Mayor

May 6, 2014

Honorable Tim Burgess
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill that authorizes the same cost-of-living increase that was tentatively agreed to between the City and the Coalition of City Unions, to also be extended to certain non-represented City employees. Approximately 1,246 employees are affected by this legislation.

The attached Council Bill provides for a 1.8 percent cost-of-living increase to employees' base wages, effective January 1, 2014. This increase reflects 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period August 2011 through June 2012 to August 2012 through June 2013. Employees of the City Library system and non-represented City employees/officers who hold positions identified in Section 1 of the Bill are excluded from the cost-of-living increase authorized by this Council Bill.

Thank you for your consideration of this legislation. Should you have questions, please contact David Bracilano at (206)684-7874 or Sarah Butler at (206)684-7929.

Sincerely,

A handwritten signature in black ink, appearing to read "Edward B. Murray", written over a horizontal line.

Edward B. Murray
Mayor of Seattle

cc: Honorable Members of the Seattle City Council